

Spier 7.

NATIONAL ADVISORY COMMITTEE FOR AERONAUTICS

LANGLEY MEMORIAL AERONAUTICAL LABORATORY

Copy for

Langley Field, Va.

November 28, 1944

Mr. Sanger M. Burk, Jr.

MEMORANDUM For NACA members of the ACER at Langley Field, Virginia

Subject: Militarization Plan

1. In view of the number of questions that have been asked recently in regard to the Militarization Plan, the following review of the present status of the Plan has been prepared. Basically, the Plan has not been changed. As has previously been stated to the NACA members of the ACER, both by means of group discussion with Colonel Belknap and in the memorandum dated February 18, 1944, by Major General White to The Adjutant General, each member of the ACER is assigned to the NACA in an inactive status "subject to recall to active duty with the Army Air Forces upon termination of his employment with the NACA, or sooner, if military exigencies require". The Joint Army-Navy Personnel Board has decided, in line with the national policy, that the military situation is such that men of the ACER under 26 years of age shall be called to active-duty status when suitable replacements for them can be obtained and trained. We are at present in this so-called "replacement" stage of the Militarization Plan, and it is in connection with the implementation of that phase that the present questions arise.

2. In general, the questions that have come to our attention can be summarized as follows: "When may I expect to be called into active service?" It is, of course, impossible to answer this specifically in any given case because of its dependence upon matters beyond control, such as immediate needs of the military services as brought about by developments of the war, the quality of replacements received by the NACA, the probable supply of replacements, et cetera. Certain of the facts, however, that influence the replacement schedule are determinable and are discussed in the following paragraphs.

3. There are three basic principles involved: (a) That vacancies in any given category will generally be filled before replacements in that category are to be made; (b) That no employee in the ACER will be called to active duty until he has been replaced by an employee who, in the judgment of the NACA, has suitable qualifications and has been adequately trained by the NACA for the work to be performed. All such cases will be reported by the NACA to the Army-Navy-NACA Personnel Board for appropriate action by the War Department. (c) The Army at the present time is interested chiefly in obtaining only men under 26. In addition, it has been decided that, insofar as efficient operation of the LNAL is concerned, it is practical to have in training only 145 replacements at any one time. There are at present 504 members of the ACER affected. In making replacements, the youngest and least essential will be replaced first.

4. To assist in filling the Laboratory vacancies and to carry out the replacement portion of the Plan, the Army has first made available to the NACA the enlisted personnel of the Army Air Forces within the continental United States, who are 26 years of age or over, and those who

have been returned from overseas duty, regardless of age. The recent recruiting from this source resulted in the Laboratory obtaining 38 men toward filling 225 professional vacancies and 232 men toward filling 276 subprofessional vacancies. During this same recruiting program only 21 professional employees (5 physicists, 3 mathematicians, and 13 men for construction work, et cetera) were recruited for replacements while 102 subprofessional employees were recruited as replacements. As is indicated by the above recruiting figures, the recent Army recruiting program was successful in obtaining qualified personnel to fill a large proportion of our subprofessional vacancies, as well as making substantial progress in the replacement of our subprofessional militarized personnel under 26. The small number of qualified professional recruits so far obtained from the enlisted ranks of the AAF enabled the Laboratory to fill only a small proportion of the professional vacancies, and a still smaller proportion of professional replacements, these latter being in the grades and categories in which no Laboratory vacancies existed. As will be noted, there are still 231 vacancies remaining to be filled. These are divided into various categories as follows:

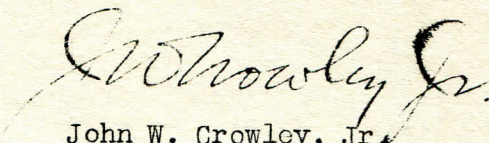
Naval Architect	6	Aircraft Modelmaker	5
Aeronautical Engineer	83	Electrician	5
Electrical Engineer	42	Draftsman	13
Mechanical Engineer	35	Instrument Maker	2
Physicist (above P-1)	15	Patternmaker	3
Structural Engineer	6	Toolmaker	10
(Research)		Engineering Aide	1
Aviation Metalsmith	5		

These figures are as of this date and vary from day to day since they are affected by turnover and hiring. They do not include an increase in the Laboratory complement recently approved by the President, and which is being considered by the Congress at the present time. As stated in paragraph 3 (a) vacancies will be filled first. "Vacancies" will include not only those now existing, as enumerated above, but also those provided for in supplemental estimates of appropriations now pending before the Congress and expected to be enacted into law before the end of the year. A second phase of the program of recruiting from the AAF personnel aims at obtaining men passing through their regular redistribution centers. This source includes both officers and enlisted personnel.

5. The replacement of personnel will be accomplished without interruption of Laboratory work. Thus, although the previous experience and education of a replacement may serve as adequate qualification for the general requirements of a given position, a transition or training period generally will be required. In certain cases, particularly in subprofessional grades in the usual trades, it has been found that a special training period is unnecessary, but it is expected and planned that, for most cases, training on the job will be required before satisfactory replacement can take place. The time required for training depends, of course, upon the capabilities of the man being trained and the type of work in which he is engaged. It is obviously impossible, therefore, in most cases to set anything approaching a definite time for a man's replacement until after the trainee has been on a particular job long enough to judge his capabilities.

6. When it has been decided that a new man is a satisfactory trainee for a given position, the man to be replaced will be notified that a man is in training to replace him. It can not be specified when a given replacement will be made. In all cases when a trainee has finally demonstrated his ability to fill a given job, the man being replaced will be notified that his name is being reported to the military authorities as being available for call to active duty. The time that will ordinarily elapse before a man is ordered to active duty will be known more definitely after the initial groups have been called to active duty.

7. If you have need for additional information concerning your particular case, the Personnel Officer will endeavor to assist you in every way possible.


John W. Crowley, Jr.
Acting Engineer-in-Charge

Copies to : Department Chiefs
Division Chiefs
Section Heads
Washington Office
Files